'Merry Christmas'

National Independent Labor Journal

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VOL. 13 No. 4 VOICE OF INDEPENDENT UNIONS DECEMBER—1960

Labor Dept. Appointment

Hugh W. Bradley, Director of the U. S. Labor Department's Bureau of Veterans' Reemployment Rights in Washington, D. C., today announced the appointment of Joseph R. Beever as Acting Regional Director of the Bureau's office at 105 W. Adams Street in Chicago, Ill. Mr. Beever joined the Department of Labor in 1950 as an attorney in the Cleveland, Ohio Regional Office and since 1956 was an area representative for BVRR in Cleveland.

Mr. Beever graduated from Harvard College in 1940 and served in the U. S. Army Medical Dept. between 1941 and 1946, including 3½ years in the southwest Pacific. He received his law degree from the Harvard Law School in 1948 and was employed as an attorney by the State of Ohio until 1949. He is a member of the Ohio and Massachusetts state bar associations, and the American Legion.

The Bureau administers the veterans' reemployment program to ensure that those covered by the reemployment statutes do not lose their jobs and other employment benefits because they leave their jobs to

(Continued on Page Twelve)

Independent Union Divides Money Among Employees

After more than 23 years as the exclusive bargaining representative for the employees of the Diamond T Motor Car Company, the Independent Automotive Workers Industrial Union is closing its doors because the Diamond T Motor Car Company is moving its facility from Chicago. The move was especially regrettable because of the harmonious relations that prevailed between the Company and Union. A plan announced by the parties will yield up to $1,000.00 in termination pay to each employee.

Soon after the announcement by the Company of its intention to close the Chicago Plant, the Officers of the Independent Automotive Workers Industrial Union met in Executive Board session and adopted a resolution calling for an equitable distribution of all Union assets amongst the members in good standing. The Union assets were valued at approximately $54,000.00 and the formula for distribution will net each eligible member approximately $5.00 for each year of membership in the Union since its inception in 1937. Members who have been in the Union since that time will receive approximately $110.00 each as their share.

The Officers of this Independent Union are Gus Karlo, who has been President-Treasurer since 1946; Joseph Blecha, Vice President; Joseph Vejvoda, Financial Secretary; Ed Schim, Recording Secretary; and Executive Board Members Sheldon Moore, Charles Chambers, Cecil Coakley and Ralph Linsner.

In addition to the loss of this outstanding Independent Union is the loss to the entire labor movement of men with years of experience in the field of collective bargaining. The plight of this Independent Union is a moral for all other Independent

(Continued on Page Seven)

TO ALL INDEPENDENT UNIONS

The National Independent Labor Journal is a newspaper devoted to the preservation, progress and stability of Independent Unions throughout the country. Independent Unions as the record will show have performed nobly in behalf of their respective memberships. It is our belief that through the medium of this newspaper the values of Independent unionism can be brought more impressively to the rank and file member. We believe in the success, progress and increase in the number of Independent Unions and your cooperation in subscribing to this newspaper and in familiarizing other Independent Unions in your city or state of the goals of the National Independent Labor Journal will add strength and prestige to the Independent Union movement as well as to insure that the voice of Independent Unions can be heard throughout the land and in the halls of Congress.

This newspaper is not operated by the so-called professionals but was founded and is presently edited by an active Independent Union man. Our aims and ambitions are not for remuneration but for the realization of a dream born many years ago that Independent Unions must remain strong and great in number for the benefit of American working people and for the benefit of our country.

80% of Workers Now Covered By Workmen's Compensation

Secretary of Labor James P. Mitchell said today that approximately 80 percent of the Nation's wage earners are now protected under workmen's compensation laws.

Substantial improvements have been made in the last 7 years, the Secretary said in releasing a new publication entitled "State Workmen's Compensation Laws." For example, he noted that over two-thirds of the States have broadened these laws since 1953 to include additional occupations, groups of workers, and types of disabilities, such as radiation and other occupational diseases.

Another significant trend during the period, Mr. Mitchell said, has been in the level of benefits paid. Three times as many laws provide maximum benefits of 40 or more a week for temporary total disability. Over six times as many as in 1953 provide maximum weekly benefits of $50 or more.

"But despite improvements of the last few years, "Secretary Mitchell declared, "thousands remain without compensation for injuries on the job. Many of these unprotected workers are among the two million persons each year who suffer occupational injuries and deaths."

The bulletin released by Mr. Mitchell revises previous bulletins on this subject and brings up to date information on workers, jobs, injuries and diseases covered by the law, and on the amount and duration of benefits.

According to the publication, 30 jurisdictions currently require an employer to have workmen's compensation insurance. The laws of 25 States do not exempt employers having fewer than a specified number of workers.

In addition, 34 laws have full coverage of occupational diseases and 40 laws provide full medical benefits for the injured worker.

Single copies of the new publication may be obtained without charge, as long as the supply lasts, from the Bureau of Labor Standards, U. S. Department of Labor, Washington 25, D. C. Additional copies may be purchased from the Superintendent of Documents, U. S. Government Printing Office, at 30 cents each.

NLRB Rules Food Firm Must Rehire 6 Employees

The National Labor Relations board has ordered Jays Foods, Inc., to reopen its automotive repair and maintenance department at its main plant at 825 E. 99th St. and rehire six mechanics who lost their jobs in July, 1959.

The board in Washington upheld a recommendation by David London, an NLRB trial examiner, who had also ordered the company to reimburse the men for any loss of pay and begin bargaining with local 701, Chicago Automobile Mechanics union.

Repairs Done Outside

The company, which had contended that it shut down its repair and maintenance department because it found it was cheaper to hire out its automotive repair work, is expected to appeal the decision to the federal courts.

The NLRB charged the company with unfair labor practices for allegedly indicating that the company employes would have to pay a federal income tax on free meals the company gave to employes in the plant cafeteria if they joined a union.

Company officials explained that the internal revenue bureau had ruled that if free food were supplied workers for the convenience of the company and not the workers, an income tax on the cost of the food could be avoided.

Cite Company Statement

Government attorneys asserted that the company told employes "not to upset the applecart" and join the union because the free food might be written into a union contract and would then be taxable as income.

London said that it was difficult to understand how the execution of a contract with a union would alter the true character of the free cafeteria service and held that the company must cease from such expressions to employes.

The NLRB ruled that the company failed to prove that

(Continued on Page Eleven)

THE NATIONAL
INDEPENDENT
LABOR JOURNAL

Published Monthly by
THE NATIONAL INDEPENDENT
LABOR JOURNAL PUBLISHING
COMPANY
Publication Office: Corner W. Madison
and Jackson St.
WATERLOO, WISCONSIN

Subscription Price $2.00 a Year

General Business Office
Chester M. Fulton, Editor
1808 Blue Island Ave.
Chicago 8, Illinois

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OUR REASON FOR EXISTENCE

It shall be the constant policy of this newspaper:

1. To publish news of interest to its subscribers and friends regarding all things pertaining to the working man and his family.

2. To aggressively advocate and pursue plans that will increase the economic advantages of the laboring and producing millions of our American people.

3. To be vigilant in protecting the gains made by working people through their Unions in recent years.

4. To be active in obtaining for Labor, a greater share of the fruits of our production.

5. To further the organization and growth of independent Labor Unions.

6. To do all these things in the American way; that is by lawful and free Constitutional Government.

Seek Prompt Action On Jobless Areas Aid

The nearly 200 chronically distressed areas constitute the "real new frontier" in America, according to the non-partisan Area Employment Expansion Committee.

The committee, which supported the two depressed areas measures vetoed by President Eisenhower in 1958 and again this year, declared in a new pamphlet that aid to these hard-hit communities should receive top priority from the next Administration and the 87th Congress.

If you want a free copy of the booklet, "How the Doctor Examines Your Heart," write to the Chicago Heart Association, 22 West Madison Street, Chicago 2, Illinois, or call FInancial 6-4675.

UNITED INDEPENDENT UNION

AFFILIATE OF CONFEDERATED UNIONS OF AMERICA
1131 SOUTH BROAD STREET • PHILADELPHIA 47, PA.
DEwey 4-2217

J. F. JOHNSON — President
J. T. QUEENAN — Vice-President
R. S. STRUENSEE — Sect. & Treas.

October 29, 1960

United Independent Union
1131 So. Broad Street
Philadelphia 47, Pa.
Dear Fellow Members:

ELECTION NOTICE

Notice is hereby given to the membership of the United Independent Union that nominations and elections of Officers and Directors will be held on Sunday, January 8, 1961, at Patterson Hall, 1131 So. Broad Street, Philadelphia, Pa., in accordance with SECTION 11 of the United Independent Union By-Laws.

The regular stated meeting will come to order at 1:30 P.M. and nominations and elections will be taken up in the proper order of business.

Immediately following the adjournment of the membership meeting, there will be a meeting of the newly elected Board of Directors to nominate and elect an Executive Committee.

This notice is given in compliance with the Labor-Management Reporting and Disclosures Act of September 14, 1959.

Fraternally yours,
UNITED INDEPENDENT UNION
Rudolph S. Struensee
Secretary & Treasurer

Files Injunction Suit Against Muskego Co.

Milwaukee, Nov. 29, 1960—Secretary of Labor James P. Mitchell asked the U.S. District Court here today for an order permanently restraining the Muskego Rendering Co. of Waukesha County, from future violations of the child labor, interstate commerce, and record-keeping provisions of the Fair Labor Standards Act—the Federal Wage-Hour law.

The firm is engaged in the production, sale, and distribution of hides, meat scraps, fats, etc., and employs approximately 18 persons.

Earl F. Halverson, Regional Director of the U.S. Labor Department's Wage and Hour Division, said investigations disclosed that minors under 18 years of age were employed as rendering plant laborers, an occupation declared hazardous by the Secretary of Labor for minors under 18.

The law also prohibits the shipment or delivery for shipment in interstate commerce goods produced in establishments where under-age children are employed in occupations declared by the Secretary of Labor to be hazardous and detrimental to their health and well being.

The Court was also asked to order the employers to maintain payroll records required by regulations issued under the law.

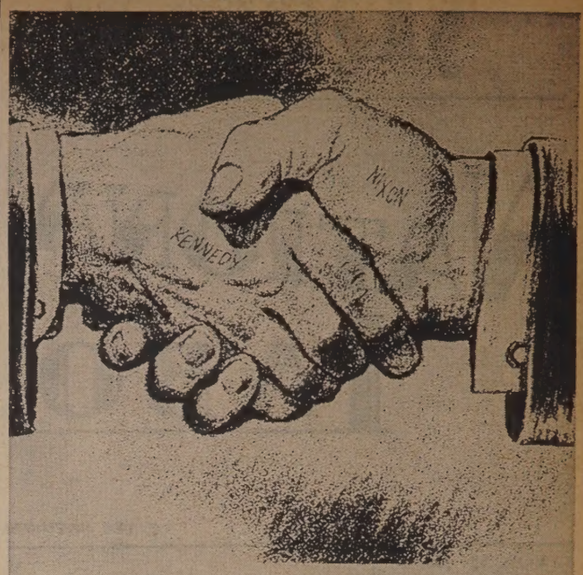
Kennedy and The Jobless

According to informed sources, President-Elect John F. Kennedy is preparing to meet the jobless crisis which is expected to reach 5,000,000 by the time Mr. Kennedy takes office. Some of the steps proposed include increased and speeded up Federal outlays, more loans to small business at lower interest rates and business tax relief through depreciation rules.

The apparent haste with which programs are being drawn to put into effect as soon as possible indicates the President-Elect's concern with the unemployment situation. It even appears that this problem is taking precedent over the many foreign policy headaches that face the new President.

The specific steps being considered to spur employment are increased defense spending, school construction, and acceleration of highway programs. Another move being contemplated is pressure on Congress to pass measures to provide extra unemployment benefits to workers who have used up present benefits.

An Editorial



America Yes, Animosity No!

Our congratulations to President Elect John F. Kennedy and Richard M. Nixon for the high level upon which the recent political campaign was conducted. It is true that slips were made now and then but the general conduct was far and away the best in recent years.

What irks us most is that many knowledgeable persons who predicted a rough and dirty campaign are now laying Mr. Nixon's defeat to the fact that his campaign was not hard hitting enough or at least not reminiscent of previous Nixon campaigns. Of course what is meant is that Mr. Nixon was not dirty enough for some people who believe that a campaign should be waged to win at any cost even if the cost is too high.

To such people we say isn't it about time that the national interest be placed first and isn't it about time that election campaigns are concluded with all of the people behind the President Elect. Political campaigns during the Roosevelt years and the Eisenhower-Truman years ended with bitterness and hostile partisanship. We do not believe this helped the country at home or abroad and we do not think it resulted in objective legislation in many instances. We also make this comment to those who question the conduct of Mr. Nixon's campaign. Is it possible that had the campaign been waged by Mr. Nixon as some would desire that the defeat would not been a deal more decisive? Did Mr. Nixon lose or gain votes based solely on his conduct of the campaign? Our opinion is that he gained far more votes than he lost based solely upon the manner in which he conducted his campaign. We believe that a poll of the women voters of America can prove this.

We admit that as the campaign progressed Mr. Nixon merited our respect. We sincerely hope that the 1960 campaign will establish a precedent for all future campaigns in which the Victor and the Vanquished can rally the American people into unity; A Unity which is sorely needed in the trying years ahead.

This newspaper since its inception has maintained a non-partisan political viewpoint and we intend to continue the same policy; however, we do take this opportunity to commend both candidates for making important introductions and contributions to the art of political campaigning. We believe the people are ready for a united effort to gain or maintain the #1 position for our country in the eyes of the world. We believe that an extension of the conduct of the campaign on the part of our political leaders in the next four years can again rekindle the spirit of America.

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DELLPAR CO.
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U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR-MANAGEMENT REPORTS
WASHINGTON 25, D. C.

October 14, 1960

Mr. Elmo F. Rogers, President
Confederated Unions of America
Box 2333
3238 Victoria Drive
Baton Rouge, Louisiana

Dear Mr. Rogers:

Unions which have recently completed their fiscal year are beginning to prepare the second financial reports required to be filed under the Labor-Management Reporting and Disclosure Act of 1959. Last year it was necessary to send to all unions at one time copies of both the regular and short financial forms. This year, with the additional data available from the reports already filed, we can provide a more timely service and are beginning to do so.

We have now established a system for sending out blank reporting forms to all labor organizations within a few days after the end of the month in which their fiscal year ends, so that they can have these forms during the 90-day period in which they are to complete and submit the financial reports. We are sending these forms out with a covering letter and a bulletin describing some common errors made in the first reports we received. For your information I am enclosing copies of these materials.

On the basis of the status of individual labor organizations indicated by last year's report, we are sending either the regular form LM-2 or the short form LM-3 as appropriate. If the status of the labor organization has changed, it can obtain the other type of form required from our nearest area office.

Some labor organizations have reported on the regular form rather than the short form because their receipts exceeded $20,000 when they included per capita payments, assessments, etc., which were never physically in the hands of the subordinate labor organization but were checked off by employers and sent directly to a parent or intermediate body. In such cases, however, the subordinate body may exclude such funds transmitted directly to and retained by a higher body, **provided** that the parent or intermediate body receiving and retaining such amounts includes in its financial report for that fiscal year the total amount received with respect to each separate subordinate body, as dues, assessments, etc., the amount withheld, and the amount paid over to each subordinate organization for each of these categories. This information should be included as a separate schedule in support of lines 2 and 3, Fees, etc., of the Statement of Receipts and Disbursements of Form LM-2.

Here is an example which will help clarify this point:

The employees of the Smith Company are represented by Local 100 of the XYZ International. Under the terms of the collective bargaining agreements, each month the Smith Company checks off the dues and assessments which the union members owe. This money is sent directly to the International, and in a given fiscal year amounts to $21,000. During this year the International sends back to Local 100, $16,000, and retains $4,000 as the International per capita and $1,000 as the International assessment. In determining whether the LM-3 may be used, Local 100 may count the $16,000 received from the parent body (instead of the $21,000 checked off) and, therefore, may use the LM-3. This assumes that other receipts amount to less than $4,000, so that total receipts are still less than $20,000, and that the local qualifies in the other required tests for using the short form.

This may be done, however, only if the parent organization in its financial report to BLMR reports specifically that it received $21,000 as checkoff for Local 100 consisting of $20,000 in dues and $1,000 in assessments; that it withheld $5,000 from the checkoff of Local 100, of which $4,000 was per capita and $1,000 assessments; and that it paid over to Local 100, $16,000 as its share of dues. The parent body must report in this manner for each subordinate organization whose checkoff is sent directly to the parent.

We would appreciate having you transmit this information to your affiliates if it may affect their reporting arrangements.

Please do not hesitate to call on us in Washington (attention: Reports Division) or at any of our area offices with any questions you may have regarding the Labor-Management Reporting and Disclosure Act of 1959.

Sincerely yours,
/t/ John L. Holcombe
/s/ John L. Holcombe
Commissioner

Enclosures

Salaried Employees News

"SURVIVAL—
BUY AMERICAN!"

The foreign made cars that are to be seen within South Works represent steel tonnage lost to American labor. Cars and other foreign imports are a contributing factor to the slow down of business in steel and other industries. It is to our utmost interest and concern to take a long hard look at the foreign trade that is creating these recessions to American business. First quarter statistics from the U. S. Dep. of Commerce indicate that electronic exports from Japan to this country were nearly double the level of last year.

More than 4 million Japanese transistor radios were sold in the United States in 1959. Nearly 500,000 tube radios were shipped here. These radios were produced by Japanese earning from 12 to 16 cents an hour.

It is of interest to note that there is no limit to the number of Japanese radios that can be shipped to U. S. because of this country's wide open door policy. The U. S. duty is only 12½

(Continued on Page Ten)

Confederated Unions of America

NATIONAL HEADQUARTERS
Reymond Building — P. O. Box No. 2333
Baton Rouge, Louisiana
ELgin 7-4361 - Ext. 561 • WAlnut 4-2856

John F. Kennedy, New Democratic President

With the election of a new president it is everyone's duty to unite behind him and continue to do all in our power to help make this great country of ours a shining example to all others.

Disability Plan Improvement

Effective Nov. 1, The Allied Oil Workers Union was successful in reaching an agreement on an improvement in their members' disability plan whereas a member with 12 years service receives 26 weeks full pay from the first day of disability and when full pay is exhausted, then he is eligible for 26 weeks at half pay.

Also should a member use up his 26 weeks full pay, he can again revert back to full pay at any time he has completed 26 weeks back at work, this period of time need not be consecutive.

Members with 1 to 11 years service receive full and half pay on a sliding scale basis of a proportionate amount.

Cost of Living Continues To Rise

The cost of living moved up to 126.8 in September which is 1.3 per cent above the level a year ago of the Consumers Price Index.

Wage increases are expected to go to some 100,000 workers who are covered by agreements that are geared to the index, mostly in the metal working industry groups.

File Your Fiscal Year Financial Reports

The time has again rolled around to file your Union's fiscal financial report with your nearest Bureau of Labor Management Reports Area Office. You have ninety days after the end of your fiscal year to file two copies of these reports to be in compliance.

Falls Are Leading

Nationally falls are the second leading cause of all accidental deaths and are the leading cause of accidental deaths in the home.

Preventive suggestions are keep steps and walking surfaces clear of everything and keep steps well lighted at night.

See data following from Dept. of Labor & Salaried Emp. Union

Season's Greetings
SAFETY DEVICE CO.
Distributors Genuine Harrison-Weise Co. Window Cleaner Safety Devices
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CHICAGO 51, ILL.

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BOB'S RADIO-TV
SALES AND SERVICE
Famous Name Brands
3656-58 E. 106th ST.
½ BLOCK EAST OF EWING
Chicago 17, Ill.
PHONE SO 8-8065

KAISER-DUCETT CORP.
GENERAL CONTRACTORS
BUILDERS
PHONE HArrison 7-4361
CHICAGO 4, ILL.

CHRISTMAS GREETINGS
TO ALL UNION MEMBERS AND THEIR FAMILIES
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Phone SAratoga 7-3669
19 EAST JEFFERSON ST. JOLIET, ILL.

SYNCHRO-START PRODUCTS INC.
AUTOMATIC ENGINE CONTROL EQUIPMENT
Speed Sensitive Switches
8151 NO. RIDGEWAY
ORchard 3-7730 SKOKIE, ILL.
CHICAGO PHONE: CO. 7-1730

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4% INTEREST PAID ON ALL SAVINGS ACCOUNTS
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CALL US NOW For FREE Estimates on ALL YOUR HEATING NEEDS
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Springfield, Ill.

CHRISTMAS GREETINGS
TO ALL OUR UNION MEMBERS AND FAMILIES
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GIVE THEM RCA WHIRLPOOL
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- Combination Washers-Dryers —Gas and Electric
- Built-in Ranges— Gas and Electric
- Ranges, Free Standing
- Electronic Ranges
- Ice-Makers
- Air-Conditioners— Window and Central
- Refrigerators—Gas & Electric
- Disposers
- Dishwashers
- Freezers
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MOST-WANTED BY MOST WOMEN
RCA Victor Distributing Corp.
5050 S. KEDZIE PRospect 8-3000

Auto Seat Belt Is Excellent Xmas Gift

Christmas gift suggestion for the man who has everything—almost:

Buy him (or her, if your friend's a hep woman driver) an auto seat belt. It could mean a really merry Christmas for someone—by saving a life!

"The motorist who has everything (except a seat belt, that is) could wind up with nothing but trouble if he gets in a traffic accident," said the National Safety Council.

The Council, a nongovernmental agency organized in 1913 to prevent all kinds of accidents, heartily endorses seat belts at Christmas—or any other time of the year, for that matter.

"Seat belts," it said, "are the No. I device now available to reduce the number of traffic deaths and injuries.

"Use of seat belts by every driver—and the day may come when this will be nearer reality — could cut the traffic death toll by 5,000 a year, the number of injuries 50 per cent.

"Wish a friend a truly merry Christmas this year. Give him a life-saving seat belt."

(And while you're at it, why not take that idea one step further. Buy belts for yourself and your family, too.)

Season's Greetings
To All Union Members
and Their Families
RAY ROBERTS STEAK HOUSE
Steaks, Chicken, Ribs,
and Sea Food
Special Luncheons Daily
Dinners 'til 9 P.M.
Hwy. 59—South of Roosevelt
WEST CHICAGO 1901

Merry Christmas
TO ALL UNION MEMBERS
AND THEIR FAMILIES
BERWYN HOSPITAL ASSOCIATION
Operated Not for Profit
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BERWYN, ILL.
GUnderson 4-2211

Peter J. Vlahos & Son
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WINES AND LIQUORS
For Free Fast Delivery in Austin
CALL COlumbus 1-6695
Complete Line of Groceries & Produce
5676-80 W. MADISON

Season's Greetings
To All Union Members
and Their Families
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EVERGREEN PARK
INTEREST ON SAVINGS 3%
AUTO LOANS 4%
Accounts Insured to $10,000
MARTIN OZINGA Jr., President
GA. 2-6700 — PR. 9-6700

COMPLETE BANKING SERVICES AT
Sears Bank and Trust Company
3% 3% INTEREST PAID 3%
HOMAN AVE. AT ARTHINGTON ST., CHICAGO 24, ILL.
MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

SEASON'S GREETINGS
Evergreen Plaza State Bank
"COMPLETE BANKING FACILITIES"
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SEASON'S GREETINGS
TO ALL UNION MEMBERS AND THEIR FAMILIES
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TRUCKS — BUSES
FIRE APPARATUS
CA 5-5405
3300 Wentworth Chicago, Ill.

RICHARD'S RESTAURANT
Business Men's Lunch 11 A.M. to 2 P.M.
WE CATER TO UNION PARTIES
STanley 8-9066 3011 SOUTH HARLEM AVENUE BERWYN, ILLINOIS

CHRISTMAS GREETINGS
TO ALL UNION MEMBERS AND THEIR FAMILIES
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 150
Jas P. Crane — President
Glenn E. Stone — Vice Pres.
Jos. I. Collins — Secretary
327 S. La Salle HA 7-2514
CHICAGO

Here's my GRAND OPENING offer to you!
$50 BELOW INVOICE!

BRAND NEW 1960 PLYMOUTH
Invoice ... $1778.59
OUR LOSS 50.00
YOUR PRICE $1728.59
I will sell new cars even if I take a loss! I am even taking a loss on service, and am passing on the sales commission to you. What's more, any equipment will be sold at our cost to you!

BRAND NEW 1960 VALIANT
Invoice . $1697.74
OUR LOSS 50.00
YOUR PRICE $1647.74
If you doubt this, ask to see the written proof. We must do everything possible to sell these cars.

Thank you and God bless you,
Steven Mitchell
STEVEN MITCHELL
PLYMOUTH-VALIANT
6446 SOUTH CICERO AVENUE
Daily Including Sunday 9 A.M. to 11 P.M.
FREE Credit OK LUdlow 1-1200

LABOR JOURNALS FESTIVAL HOME OF THE MONTH
HANOVER PARK (Not a project, but an honest-to-goodness established village only 17 mi. NW in Cook County)
WW II VETS • KOREA VETS • NON-VETS!!
(If you served in armed forces between Sept. 1941 and July 1955 you may be eligible)
FINAL WEEK!
AT THESE
RIDICULOUS, LOW PRICES and LOW NO $$ DOWN to vets—only $450 Dn. to non-vets!
NO PAYMENTS 'TIL MAY '61
Full Basements
MONTHLY PAYMENTS!!
OVER 300 SOLD. ACT NOW!
HOW CAN YOU LOSE?
WHY PAY RENT? Bring Discharge papers & small deposit to hold house & lot of your choice! Do it today!

Colonial—$13,900 "Conway" 3 BR.—Full Bath —Only $77.86 a mo. P&I
Ranch—$14,900 "Conover" 3 BR.—Full Bath —Only $83.46 a mo. P&I
Bungalow—$15.000 "Hollywood" 3 BR.—Full Bath —Only $84.02 a mo. P&I
Traditional—$15.500 "Clayton" 3 BR.—Full Bath —Only $86.82 a mo. P&I
Cape Cod—$16,500 "Vermont" 2 BR. EXPANDABLE Also available as 4 BR.—2 Full Baths —Only $92.42 a mo. P&I
Contemp.—$16,600 "Claymore" 3 BR. Att. Garage —Only $92.98 a mo. P&I
Split-Level—$16.900 "Hanover" 3 BR.—Family Room —Only $92.98 a mo. P&I

ALL PRICES Include:
- Completely finished home
- Your choice decorating
- Fully improved 65x128' lot
- City water and sewers
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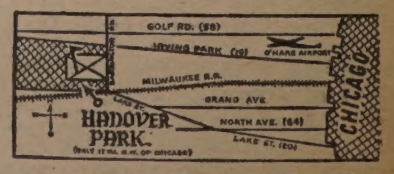

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Employers Lose Money By Offering Low Wages

A University of Michigan professor warned hospital officials last month that low wage scales "will not get slightly worse employes than other firms . . . they will get the dregs of the labor market."

George Odiorne, director of the Bureau of Industrial Relations at the University, told a Hospital Financial Management Workshop that "increased wages can held cut labor costs."

"The difference between getting the worst employe and the best is a matter of 15 per cent in actual pay. Yet the difference is that the best employe will produce twice as much (or cost half as much) as the worst.

"By paying 30 to 40 per cent below the market you buy ironclad insurance of obtaining the worst available workers."

Citing secretaries as an example, Odiorne said, "My research shows that if you hire a secretary between $55 and $60 a week, she'll average 45 words per minute. If you pay between $67 and $72 a week, she'll be a 75 w.p.m. typist and be a lot more useful in other ways. If you pay $40 a week, you should be thankful if she's even seen a typewriter.

"Pay policy, whether in hospitals or elsewhere, indicates that it's foolish to pay the worst rates in town. It costs more.

"It's old stuff to hard-headed businessmen that you can cut labor costs by raising individual wages and then demanding excellent performance. As Henry Ford put it, 'There's no such thing as an earned wage that's too high.'"

In comparing wage scales within their communities, Odiorne continued, hospitals should include their fringe benefits. "In some hospitals these fringe benefits come to as high as 30 per cent or more of base pay, yet the hospital in its hiring and personnel administration emphasizes only its low cash take-home pay.

"If you consider these fringes as a second kind of money—tax-free income — you might find your compensation plans are only a small amount below what it would take to get superior people to work for you."

The workshop was sponsored by three Michigan chapters of the American Association of Hospital accountants in cooperation with the University of Michigan Administration and the Michigan Hospital Association.

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Two Union Elections Challenged Under Labor-Management Act

Suits to invalidate the elections of two more labor organizations have been filed by Secretary of Labor James P. Mitchell. The actions result from recent investigations of complaints of election irregularities received by the Department of Labor. The Labor-Management Reporting and Disclosure Act of 1959 directs the Secretary, if he finds probable cause to believe that violations of the law have occurred and have not been remedied, to bring civil suits within 60 days after election complaints are received. Complaints against the Machinists Lodge and the Hod Carriers' Local were received on the same day, August 23. The 60-day period would have expired on October 22 in both cases.

The defendant unions are the International Association of Machinists, District Lodge No. 70 of Wichita, Kansas, and the International Hod Carriers' Building and Common Laborers' Union of America, Local 11 of Pittsburgh, Pennsylvania.

District Lodge No. 70, composed of nine IAM local labor organizations, conducted an election at the local lodge meetings during April, 1960. It is alleged that, in violation of the Act, there was a failure to elect officers by secret ballot, and to provide adequate safeguards to insure fair elections.

It is charged that observers properly designated by certain candidates were not permitted to adequately observe the casting of ballots, the registering of voters, or the counting of votes. It is also alleged that ballots were or may have been altered or substituted when allowed to be retained by certain candidates and their supporters. The complaint against the Machinists Lodge also charges that there was a failure to provide adequate mail notice of the elections as required by the law.

The Hod Carriers' Local is also charged with violating the Act, and the union constitution, by not electing officers by the required secret ballot. Other alleged violations of the constitution, and hence the law, concern voting by ineligible transfer members, and failure of the union secretary to stamp or mark the dues book of each voting member. The election was conducted June 17, 1960.

Specific allegations against unions are based on findings of investigations conducted by the Labor Department's Bureau of Labor-Management Reports. The organization was established by the Secretary a year ago to assist him in the administration of portions of the new law.

The Labor-Management Reporting and Disclosure Act dirrects the Secretary of Labor to investigate alleged violations of union election procedures only on complaints of members who have exhausted their attempts to obtain relief through the internal remedies provided by their union constitutions and by-laws. If the court finds that the election provisions of the Act were violated and the violations may have affected the outcome of the elections, the law provides for new elections to be conducted under the Secretary's supervision.

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Money—

(From Page One)

Unions and their Officers to expand their goals, bargaining rights, and organizational activities within their industry and local.

President Gus Karlo has been active in the Union movement both nationally and locally for more than 20 years and the labor movement shall miss his aggressive leadership.

The National Independent Labor Journal is sad to carry this announcement but commends the Independent Automotive Workers Industrial Union for carrying on to the final hour in the best tradition of Independent unionism by its treasury amongst the membership action in distributing the Union ship.

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How Labor Fared In The Election

An outpouring of labor votes in the cities and towns of the key industrial states was the foundation of President-elect John F. Kennedy's slim victory.

The intensive registration and get-out-the-vote drives conducted by the union paid off, as working people gave the Democratic candidate large majorities sufficient to offset the rural Republican vote. They put such key states as New York, Pennsylvania, Michigan and Illinois in the Kennedy column.

New York was Kennedy's greatest triumph, and his sweep was the end result of many thousands of efforts put together, with New York City unions making a vital contribution.

A detailed appraisal of what the election means for America's workers must await closer study of the results, but this much is clear: after eight years of divided government a party which is committed to a progressive legislative program is in control of both the Presidency and Congress.

"Congress now will have leadership instead of opposition. After eight years of stagnation, a liberal progressive President will be in the White House and we can be optimistic that with an administration dedicated to liberal leadership, we can once again move forward."

Kennedy's popular vote majority was the narrowest since 1880 when James A. Garfield outran Winfield Scott Hancock by only 7,000 votes; Kennedy won by less than two votes per precinct. It was a dramatic illustration of the validity of the "every vote counts" plea made by labor throughout the campaign.

And for many thousands of the votes that meant the difference between victory and defeat, labor could take a great deal of credit. Across the nation the unions worked hard without letup, bringing to the people the facts about the issues and the candidates on the basis of which they could vote in their own real interest.

In the House races, labor suffered some defeats but also contributed substantially to the preservation of the Democratic majority. Though the Democrats lost 22 or more seats, they are assured of an overwhelming majority of nearly 100.

In more meaningful liberal-conservative terms, first reports indicate some weakening of the liberal bloc and a gain for the Republican-Southern Democrat coalition. Particularly in the states west of the Mississippi, a number of labor-backed Congressmen were defeated.

Labor spokesmen believe, however, that these losses will be offset by the election of a liberal President, pointing out the great power than an active President has to influence legislation.

They also note that the important House Labor Committee will have a liberal chairman for the first time in many years. Rep. Adam Clayton Powell of New York is expected to succeed the Dixiecrat Graham Barden, who did not seek re-election.

In the Senate, the Democrats lost two seats but retained a majority of 64 to 36. The liberal conservative lineup remains about the same. Seven labor-endorsed Senatorial candidates lost, but in general liberals from both parties ran strongly. New Senators whom labor helped to victory include Mrs. Maurine Neuberger of Oregon, Claiborne Pell of Rhode Island and Lee Metcalf of Montana. Working people also helped to defeat Democratic J. Allen Frear of Delaware, who had voted like a Dixiecrat. Returned to the Senate were such liberals as Douglas of Illinois, Humphrey of Minnesota, McNamara of Michigan and Kefauver of Tennessee.

New York State gave Kennedy a majority of over 400,000 and reduced by three Republican representation in the House. Democrats, many of them backed by labor, also made gains in the State Senate and Assembly.

But it was in New York City that the strength of labor was most evident. It gave Kennedy, whom most unions endorsed and actively worked for, a plurality of 790,000 — surpassing even the margin of Roosevelt's tremendous victory over Thomas E. Dewey in 1944.

Two Congressmen in the metropolitan areas with poor records from labor viewpoint were succeeded by labor-backed Democrats. In Queens the seat of Rep. Albert Bosch, who stepped aside to take a judgeship, was won by Joseph P. Addabbo by a 10,000-vote margin; the Queens Community Labor Committee, which includes members of our union, worked hard for Addabbo. In Brooklyn Rep. Francis Dorn, a Republican, was beaten by Democrat Hugh L. Carey, endorsed by the Central Labor Council. Rep. John Lindsay, a liberal Republican, defeated liberal Democrat William vanden Heuvel; Rep. John H. Ray, a Republican with an anti-labor record, survived in the Richmond-northeast Brooklyn area.

The Democrats gained one seat in the State Senate and seven in the Assembly, the Republicans retaining control of both houses. Charles Anderson, a Local 153 member, was defeated in his bid for a seat in the Senate from Nassau's 5th District but ran a strong race in this normally Republican area. Anderson got 61,622 and his rival 71,406.

President And The Platform

While the election is now history, the speculation on the results will continue. Some writers said the narrow margin of the victory was no clear "mandate" from the public to Kennedy. The President-elect said he expected a close vote and now intends to carry out his responsibilities and programs. Former President Harry Truman said:

"Historically, the margin of the victory a candidate for President gets under our system of government is of little importance. When a President is elected, he automatically has a mandate from all the people and he becomes the President of all the people, regardless of the size of the victory or the distribution of the popular or electroal votes which put him in office. Lest we forget, two of our greatest Presidents were elected for their first terms by a minority of the electoral votes. They were Abraham Lincoln and Woodrow Wilson."

Truman also said that a narrow win dramatizes to a new President that there is more than one side to a question. Truman defends the Electoral College system on the basis that it blocks the big states from forcing their will on the smaller states.

Labor has obligated itself to support laws of benefit of working people, in unions and unorganized. The Democratic candidates pledged to carry out the party platform, a document which includes most of labor's program. During the campaign Kennedy gave in detail his plans for America. Nixon's "position papers" on health care and other issues were closer to the Democratic platform than his own. We will remind the President and Congress of the promises made to the people. We called for unified government. Let's see if unity can get America moving again.

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Wisconsin Congressman Clement Zablocki and President of C.U.A., Elmo Rogers at Olympic Lanes, Milwaukee, Wisconsin, October 14, 1960.

Steel Union Insurgent Urges Part Of Pay Rise Be Used To Aid Idled

A Steelworkers Union official urged part of the 7 to 13 cents an hour general wage boost due Steelworkers December 1 under their contract be used to bolster supplementary unemployment benefit funds.

The proposel was made by Donald C. Rarick, McKeesport, Pa., millhand and president of Steelworker local 2227 at U.S. Steel Corp.'s Irvin Works, Dravosburg, Pa. Mr. Rarick has been a critic of Steelworker chief David J. McDonald and opposed him for the top office of the union in 1957. Mr. Rarick polled more than a third of the votes cast. He currently is seeking nominations from other locals in his second bid for the union's presidency.

With lower employment cutting contributions to the funds at the same time heavy unemployment is causing large withdrawals, union officials disclosed supplementary payments probably will have to be reduced one fourth or more by U.S. Steel Corp. and several other big producers next month. The move would be to block exhaustion of the funds.

Payments from these trust funds, inaugurated in 1956 contracts and built up by company contributions on an hours-worked basis, are designed to combine with state unemployment compensation to provide laid-off steel-workers with up to 65% of normal take-home pay for as many as 52 weeks. The payout can be reduced when a fund drops to 75% of its "Maximum financial position."

Mr. Rarick said "a part of the December 1 wage increase must be transferred into the S.U.B. funds to bring them up to the level of normal payments." He said "this will share the wage increase among the employed and the unemployed."

Mr. Rarick termed replenishment of sagging supplementary funds to aid the unemployed and higher pensions for retiring employes "two of the critical problems facing steel workers."

In a separate letter to the union's 2,900 locals, he named job security as the main issue in the February union election and also said it is "immoral that any union officer should make $50,000 a year plus expenses at a time when almost half the unions' membership is unemployed or working on a short week."

If you must cry over spilled milk, condense it.

Strikebreaker Fines Upheld

If a union wishes to fine members who cross a picket line to work during a strike, the Wisconsin Supreme Court rules, it's no affair of the State's labor board. The court overrules State board decisions that such fines constitute unlawful coercion of the strikebreakers.

The court's ruling has the effect of affirming 19 fines from $10 to $100 levied by the Auto Workers against strikebreaking members at Allis Chalmers Mfg. Co., and 14 fines of $100 each imposed by the Machinists under similar conditions at Allen-Bradley Co.

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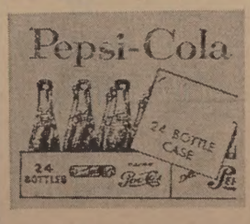

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Employees News—

(From Page Three)

per cent compared with 18 per cent duty imposed on any American radios shipped to Japan. In addition to their extremely low wage levels, it should be noted that Japanese electronic plants are automated to a high degree.

It is interesting to note what some American manufacturers are doing to combat the heavy Japanese imports. Most of them have taken the line of least resistance and are buying components or complete Japanese radios for marketing under their own brand names (Motorola, Emerson, Bulova, G. E. etc.)

The Electronic Industries Assn. asked the Office of Civil and Defense Mobilization last year to take action without apparent results. Proof that the foreign imports are hurting American employment is evidenced by the statement from Mr. Frank Darling, president of Local 1031, International Brotherhood of Electrical Workers, pointing out that the number of employed members in his Chicago area local has dropped 14,000 over the past three years. The Union carries this message on a high sign on its headquarters building: BUY AMERICAN MADE PRODUCTS. THE JOB YOU SAVE MAY BE YOUR OWN.

In Australia where Japanese radio imports began to flood dealers about a year ago, the government took prompt and effective action to stem the tide. A $22.50 duty was imposed on every imported product with transistors no matter where it came from. The result: no more imported radios, no more problems.

Within the next few months the Japanese will embark on another electronic invasion of United States with television receivers, and at the present time no Japanese T. V. sets carry the Underwriters Laboratories seal which assures the safety of electrical products in regard to fire and shock hazards. Incidentally, Japanese T.V. sets will be taxed at the rate of 10½ per cent, while any American T.V. sets shipped to Japan will be hit with a 25 per cent duty. It is hoped the Administration in Washington will make an immediate re-appraisal of American trade policies with Japan and other foreign countries. We are grateful for information received from Martin Sheridan of Admiral Corp.

AL MASTERS, Delegate

Union Offers to Take Pay Cut to Keep Plant

A union offered to cut its pay and make other concessions in an attempt to persuade a Chicago manufacturer not to move away.

But the manufacturer, Diamond T Motor Truck Co., 4401 W. 26th St., rejected the offer.

Gus Karlo, 46, for 15 years president of Automotive Workers Industrial Union. (independent), at Diamond T, said:

"We told the company that we would do everything in our power to keep Diamond T here and to keep the employees at work."

"If a wage cut is necessary, we'd cut wages. We'd adjust our wages to see that the company made at least a certain per cent of profit, and would contribute whatever we could to effect that profits situation."

The Automotive Workers have been affiliated since April, 1958, with the Chicago Truck Drivers Union, which also is independent and is headed by Edward Fenner.

Karlo said that the wage scale at Diamond T ranges from $2.08 to $2.96 an hour—with $2.55 the average.

He added that the union has been able to find jobs for 40 laid off workers.

The union negotiated a severance pay plan with Diamond T. Under it, employees with 30 or more years of service who lose their jobs would get $1,000.

The plan is scaled downward to two weeks' pay for workers with more than 5 years but less than 10 years of service.

Karlo said that the union, founded in 1937, is to be dissolved. It suspended dues collection this month.

The loss of the Automotive Workers Industrial Union and its president Gus Karlo is a severe loss to the Independent Labor Movement.

If you've ever bent over a drinking fountain with the ends of your tie dangling, you know how a cocker spaniel feels about his ears.

She had begged her husband for months to go and have his photograph taken. At last, he decided to go through the agony and made the appointment with the photographer. But when the proofs arrived, his wife exclaimed in horror, "Oh, there's only one button on your coat!"

"Thank heavens," he said. "At last, you've noticed it!"

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We likewise wish to express our wish for a most Happy and Prosperous New Year to all.

LAST MEETING

The Officers and Board of Directors wish to express their appreciation to the more than 700 members of the Union who attended the 23rd anniversary and turkey party night, Thursday, November 17, 1960.

The festivities of the evening continued until 2:30 A.M. of November 18th in order to accommodate the members of the Union who are employed on the night shifts of the various plants of Zenith Radio Corporation.

In addition to the turkeys which were given away during the course of the evening as door prize drawings, three first rate television and stage acts "layed 'em in the aisles".

Guest speaker of the evening was Attorney Kenneth Koutsky, who spoke at great length on a subject very pertinent to workers and to those who are home owners as a measure of safeguard against possible law-suits.

The Union members assembled were unanimous in their approval to purchase a newly constructed two story building (approximately opposite the present Union office location) which is to be used as Union headquarters and the apartment on the second floor to be rented out as a matter of covering up-keep and bringing a return on the investment.

(The purchase of this property will have been fully consummated on or before December 20, 1960 and the property will be deeded over to a trust in behalf of the Union and said trust being held by "The Cosmopolitan National Bank of Chicago", which has already assigned #10419 as the trust number for this piece of property. This bank is located at Chicago Avenue and State Street.)

Presentation of a beautiful combination trophy and electric clock was made to the Union in behalf of the Northwest Lions Little League in behalf of the little league team named the "Cubs" for the season ending in 1960. (The Union has for the past five years made an annual contribution in behalf of sponsoring the "Cubs" little leaguers).

Following the entertainment, dance music was furnished by Galen Williams and his orchestra.

ZENITH BUYS TRACT FROM MILWAUKEE RD.

Zenith Radio Corp. Monday signed an agreement with the Milwaukee Road to acquire a 26-acre tract on the West Side.

The vacant plot extends one-half mile from Austin to Narragansett, directly south of the Milwaukee Road's right-of-way and the main Zenith plant at 6001 W. Dickens.

Details of the agreement were not announced.

Hugh Robertson, Zenith chairman, said included in the purchase were air and underground rights to three 100-foot strips across the railroad right-of-way. These, he said, are for bridges and tunnels to connect the present plant with new construction planned.

Zenith directors, meanwhile, announced extra dividends totaling $1 will be paid stockholders out of 1960 earnings.

A 50-cent extra will be paid Dec. 29 to shareholders of record Dec. 9. The regular quarterly dividend of 40 cents a share will be paid at the same time.

Another 50-cent extra is to be paid Jan. 27 to holders of record Jan. 6.

NLRB Rules—

(From Page One)

it had given serious consideration to farming out the Chicago area repair work until after the employes elected local 701 as their collective bargaining representative.

London admitted that in reaching his conclusion in the case he had not been unmindful that the United States Court of Appeals has rejected NLRB findings in similar cases.

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Labor Dept.—

(From Page One)

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After November 21 Mr. Beever, his wife and three children will reside at 208 Sycamore Dr. in Naperville, Ill.

Psychiatrists say that it's not good for a man to keep too much to himself, and the Department of Revenue says the same thing.

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GREETINGS TO LABOR
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GREETINGS
KARCHER HOTEL
WAUKEGAN

Take These Precautions To Avoid Xmas Fires

How many persons will die in fires during the Christmas holiday?

"Not a one, necessarily," the National Safety Council declared today. "The grim picture of frequent fires at Christmas does not need to be—not if people take a few precautions."

The Council cited these facts about fires:

1. More than 1,000 persons died last year in December—month when most fire deaths occurred.

2. Chief victims are the very young—children under 5—and persons 75 years of age or more.

3. In recent years, more than half a million homes have been struck by fire.

4. Fire losses in the home will total more than 300 million dollars this year.

To keep yourself and your loved ones from becoming fire victims, the National Safety Council makes these life-saving suggestions:

—Don't let gift wrappings accumulate so they become a fire hazard.

—Don't smoke in bed. And at holiday get-togethers, use deep ash trays that will hold burning cigarettes securely.

—Check your Christmas tree wiring for possible shorts. Better to buy a new string of lights than to risk having tragedy visit your home.

—Don't leave the Christmas tree lights burning if you're away from home or out of the room for long.

—Don't put your tree up too early. And don't leave it up so long it gets dried out. Keep it moist.

Metallic Christmas trees are fine—if you use the floor floodlights most manufacturers recommend. Don't risk a death-dealing short by putting a string of lights on a metallic tree.

GREETINGS TO ORGANIZED LABOR
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Bureau Of Labor Statistics Consumers Price Index As Revised

	UNITED STATES All Items					CHICAGO All Items				
	1956	1957	1958	1959	1960	1956	1957	1958	1959	1960
January	114.6	118.2	122.3	123.8	125.4	118.1	121.0	126.1	127.1	128.9
February	114.6	118.7	122.5	123.7	125.6	118.3	121.5	126.2	127.1	129.1
March	114.7	118.9	123.3	123.7	125.7	117.7	121.6	126.8	127.2	129.2
April	114.9	119.3	123.5	123.9	126.2	118.1	122.0	127.0	127.4	129.5
May	115.4	119.6	123.6	124.0	126.3	118.6	122.2	127.0	127.4	129.6
June	116.2	120.2	123.7	124.5	126.5	119.5	122.9	127.5	127.7	130.1
July	117.0	120.8	123.9	124.9	126.6	120.5	124.1	127.6	128.3	130.4
August	116.8	121.0	123.7	124.8	126.6	120.0	124.1	126.9	128.3	130.3
September	117.1	121.1	123.7	125.2	126.8	120.3	124.3	127.4	129.2	130.4
October	117.7	121.1	123.7	125.5	127.3	121.1	124.7	127.3	129.3	130.7
November	117.8	121.6	123.9	125.6		121.0	125.6	127.4	129.1	
December	118.0	121.6	123.7	125.5		121.0	125.6	127.0	129.0	

Volunteers Needed

Local women are urgently needed to volunteer now for the National Epilepsy League's LITTLE CHRISTMAS TOWN Advent calendar campaign, it was announced today by Martha Crane, Midwest campaign chairman.

Miss Crane, award winning women's radio commentator of WLS, winner of the 1960 McCall Magazine "Golden Mike Award," for her 1959 series on childbirth, and of the "Headliner Award," highest honor given by Theta Sigma Phi, national sorority for women in Journalism, and recently named one of "Chicago's Ten Most Dynamic Women," by Mary Thompson Hospital, said that every dollar raised in the campaign will aid victims of epilepsy who are in desperate need of medical services, psychological care and vocational help.

Funds of the LITTLE CHRISTMAS TOWN campaign, sole fund raising device of the National Epilepsy League, are used to fight epilepsy and to promote research and education.

"The importance of each person of good will is inestimable," said Miss Crane. "Volunteers need only show these cards to their friends. Everyone who sees one wants one. They sell themselves."

The joyous, old world Advent greetings are available now at the National Epilepsy League, 208 N. Wells, ANdover 3-6065. Miss Crane invites all volunteers to call the League office.

LITTLE CHRISTMAS TOWN depicts a storybook village set in a winter wonderland of sparkling snow. Doors and windows are number from December 1 to Christmas Day and one is opened every day to reveal another surprise. When all the doors and windows are open and the card is set before a light the entire village seems to glow from within. It makes a charming window decoration or table centerpiece to be enjoyed for the whole month of December, as well as a greeting card on which children can count off the days until Christmas.

Cosmetics: Woman's means of keeping men from reading between the lines.

NOTICE TO ALL INDEPENDENT UNIONS

Industrial Wage Surveys for 1959-1960 now available in the Non Ferrous Foundries of Chicago, Milwaukee and Cleveland.

Fluid Milk Wage Surveys for Indianapolis, Milwaukee, Kansas City, Minneapolis, St. Paul, Detroit and Chicago, also available.

Contact this newspaper.

National Independent Labor Journal
1808 Blue Island Ave.
Chicago 8, ILL.

Here's my $2.00. Please enter my name for new subscription for the National Independent Labor Journal.

MY NAME.....

ADDRESS.....

CITY.....ZONE.....STATE.....

BARGAINING BRIEFS

A ten day strike against United Biscuit Company plants in Chicago and four other locations ended in a victory for 2,800 members of the American Bakery and Confectionery Workers who won a substantial pay raise, an extra holiday and a severance pay plan.

Six hundred members of Window Washers Local 34 went back to work after a two-week stoppage. Their new two-year contract, retroactive to Nov. 1, provides a 15-cent-an-hour increase, improved sick benefits and creation of a union-employer committee to work out a pension plan.

A strike was averted when 1,100 workers at the Kellogg Switchboard and Supply Company voted to accept a new pact. The workers are members of the International Brotherhood of Electrical Workers and International Association of Machinists. The pact calls for a three per cent increase for each year of its three-year duration.

International Brotherhood of Electrical Workers' members employed by the Illinois Bell Telephone Company have ratified a new contract.

After a man makes his mark in the world, a lot of people will come around with erasers.

Best Wishes and Greetings To Organized Labor
Dr. Samuel D. Iurillo
DENTIST
10556 TORRENCE AVE.
CHICAGO 17, ILL. RE 4-0148

Geneva Tool & Engineering Co.
25 SOUTH 1st GENEVA

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MAKE IT A HABIT TO EAT HERE
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CHICAGO 36

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Mr. Harry Sohn, in an interview with The INDEPENDENT LABOR JOURNAL said, "It has always been our aim to be creative in styling and to offer a large selection of distinctive diamonds, watches and jewelry at a small profit above our actual cost. Above all, service and complete satisfaction to our customers is the keynote of our business."

Sohn also told the Journal that Christmas hours are now in effect. During the month of December Sohn & Co. will be open 9:00 a.m. 'till 9:00 p.m. Mondays through Fridays, and 9:00 a.m. 'till 6:00 p.m. on Saturdays. Sohn & Co. will be open on Sundays during December from 10:00 a.m. 'till 4:00 p.m.

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L. R. SOHN & CO.
ROOM 804 — 5 S. WABASH
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